



# WORKING *together*

## PERFECT (JOB) MATCH

### *Is anybody indispensable?*

According to her immediate supervisor, Phil Marks, Maxine Drew comes very close to being indispensable! She's focused and can be relied upon to complete repetitive tasks consistently. Phil says, 'I'll ask her to make 200 of these and, boom, it's done.'

It's vital to maintain accuracy and quality in the manufacturing industry. Maxine does this with enthusiasm. She loves the challenge of putting equipment together. And Phil says, she does it with a smile. 'She really wants to work,' says Phil, 'which is not something you come across very often anymore.'



'It's been very easy to integrate Maxine into the team,' says Corin Urquart, CEO, Gameco Artisan Supplies. 'The employment service comes out and works with her regularly. It was such a simple process compared to what we would normally go through to hire a person.'

To get to this very satisfying place, however, Corin had to realise a misconception about employing people with disability into his workplace. Once he understood that no modifications needed to be made to the building and that he wouldn't have to employ extra staff to supervise Maxine, the decision was easy. He was more than happy to employ her.

'The best thing about my job,' says Maxine, who works as a warehouse labourer for Gameco, 'is getting the job finished,' because she proves to the company how much she contributes to the business. Satisfying is how she describes her work.

How many people can say that?



### A WORD FROM MARTIN

Just back from a lightning tour of New York and Los Angeles, presenting four screenings to promote the [Focus On Ability](#) short film festival.

Apart from spending a couple of hours in lock-down for a bomb scare the tour was a great success. It was a pleasure to catch up with old friends and make new ones as we promoted both the films themselves and also the focus-on-ability message – that people with disability represent an untapped and very valuable resource.

The Los Angeles event was particularly well attended. We were privileged to mingle with Hollywood glamour, including James Cromwell, (*Babe*, *I Robot*, *LA Confidential*), Amanda Booth, Gavin McHugh ('911) Micah Fowler, (*Speechless*) and Jamie Brewer (*American Horror Story*).

Was this cool?

Yes it was! Most exciting was the generosity of our celebrities giving interviews and coming together to promote the ability of people with disability.

**Martin Wren**  
CEO NOVA Employment

## SORTED!

### *Polished interviews or enthusiasm to learn?*

The skillset to be great at an interview is frequently miles apart from the skillset useful in carrying out the advertised role. Many of NOVA's job seekers are less-than-expert interview candidates. Through lack of experience, people with disability are more likely than their peers to be nervous and therefore reluctant to speak for fear of 'stuffing up' their first interview.

Let me be honest, our jobseekers are not always the most polished candidates yet with the support of NOVA they become valuable employees. Just look at this month's 'Perfect (Job) Match' story!

Employers who look past initial impressions to explore the motivation and goals of the candidate are often rewarded by lower staff turnover and higher loyalty.

NOVA's tagline is 'focus on ability'. We use it for our international film festival and it's just as applicable when it comes to the decision to hire a new employee. All through the recruitment process, we focus on what people are good at, where their interests lie, and how these overlap with opportunities in the job market. We've asked the questions on the employer's behalf to offer a candidate we believe will suit your business.

At interview or work trial, all the employer has to do is check that NOVA's done our job. In doing so, it's wise to understand the difference between being impressed in the moment of interview and taking time to consider the candidate's long-term offerings.



*Perseverance  
is the hard  
work you  
do after you  
get tired of  
doing the  
hard work  
you already  
did.*

– Newt Gingrich